



Re-engineering the HR Function

Optimising Human and Organisational Performance

► Upcoming Sessions

08-12 Jul 2024	London - UK	\$5,950
28 Oct-01 Nov 2024	Dubai - UAE	\$5,950
07-11 Apr 2025	Dubai - UAE	\$5,950

► Training Details

Training Course Overview

This Anderson training course, HR Re-engineering and Optimisation is the fundamental rethinking and radical redesign of HR's role, values, attitudes and processes to bring about dramatic improvements in human and organisational performance.

To put it simply, it's about changing the way HR as a function is contributing to the organisation's success or the way HR is supporting other functions to perform optimally. Since in most of the large corporates HR plays a strategic role, re-engineering is imperative due to a number of critical factors including changes in: the operating environment, business strategy, organisational structure, employee expectations and technology. The increasing use of Data and Analytics to make evidence-based decisions is also driving HR into new and challenging areas.

Training Course Objectives

By attending this Anderson training course, delegates will be able to:

- Assess the current effectiveness of their HR function
- Apply the psychology of human behaviour in the workplace
- Use different approaches to recruitment & selection processes
- Develop tailored performance development plans
- Hold transforming conversations with employees and managers

Designed For

This Anderson training course is suitable to a wide range of professionals but will greatly benefit:

- HR professionals wishing to update their knowledge and skills
- Line managers wanting to develop their people management skills
- People in any HR, or Learning and Development role
- Any professionals with an interest in organisational development
- HR administrators

Training Course Outline

Amongst a wide range of valuable topics, the following will be prioritised:

- ▶ The new paradigm for HR & New roles for HR
- ▶ The fundamentals of workplace psychology
- ▶ Engagement and the psychological contract
- ▶ The role of recruitment and selection in performance
- ▶ Maximising social media
- ▶ The effective interview
- ▶ Retaining talent
- ▶ Coaching and mentoring
- ▶ Self-directed learning and CPD
- ▶ Stop performance managing, start facilitating

▶ Accreditation



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

▶ The Certificate

- ▶ Anderson Certificate of Completion for delegates who attend and complete the training course
- ▶ The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion

▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

Call us: +971 4 365 8363

Email: info@anderson.ae

Request for a Tailor-made training and educational experience for your organization now:

Email: inhouse@anderson.ae

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